

**Temporary Continuation of Federal Employee  
Health Benefits (FEHB) Coverage**

Reference: Title 5, United States Code (U.S.C.), Section 8905a(d)(4);  
[DoDI 1400.25, DoD Civilian Personnel Management System, Volume 1704,  
"Post Separation Entitlement and Benefit Authority"](#)

If you're being separated due to reduction in force (RIF), you may elect to continue your enrollment in the Federal Employees' Health Benefits (FEHB) Program for up to 18 months after your separation date. During the extended coverage period, you pay your share of the premium while the Government continues to pay its share plus the 2 percent administrative fee.

This benefit is available to employees who are involuntarily separated by RIF, as well as those who voluntarily separate from positions that have been identified as surplus for RIF purposes. You're also eligible if you resign after receiving a RIF separation notice, or if you volunteer for separation under the DoD Voluntary RIF (VRIF) authority. In addition, employees serving on temporary appointments are eligible if they receive a government contribution to their FEHB coverage, and their appointments are terminated or allowed to expire because of RIF.

Temporary continuation of FEHB coverage is not automatic. If you're eligible and wish to continue coverage after separation, you must submit an election form.

Temporary continuation of FEHB coverage is a time-limited authority that may expire if it is not reauthorized. Please check with your local Human Resources Office to determine whether it is effective.